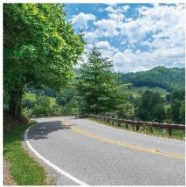




NORTH CAROLINA

Department of Transportation



NCDOT Workforce Development

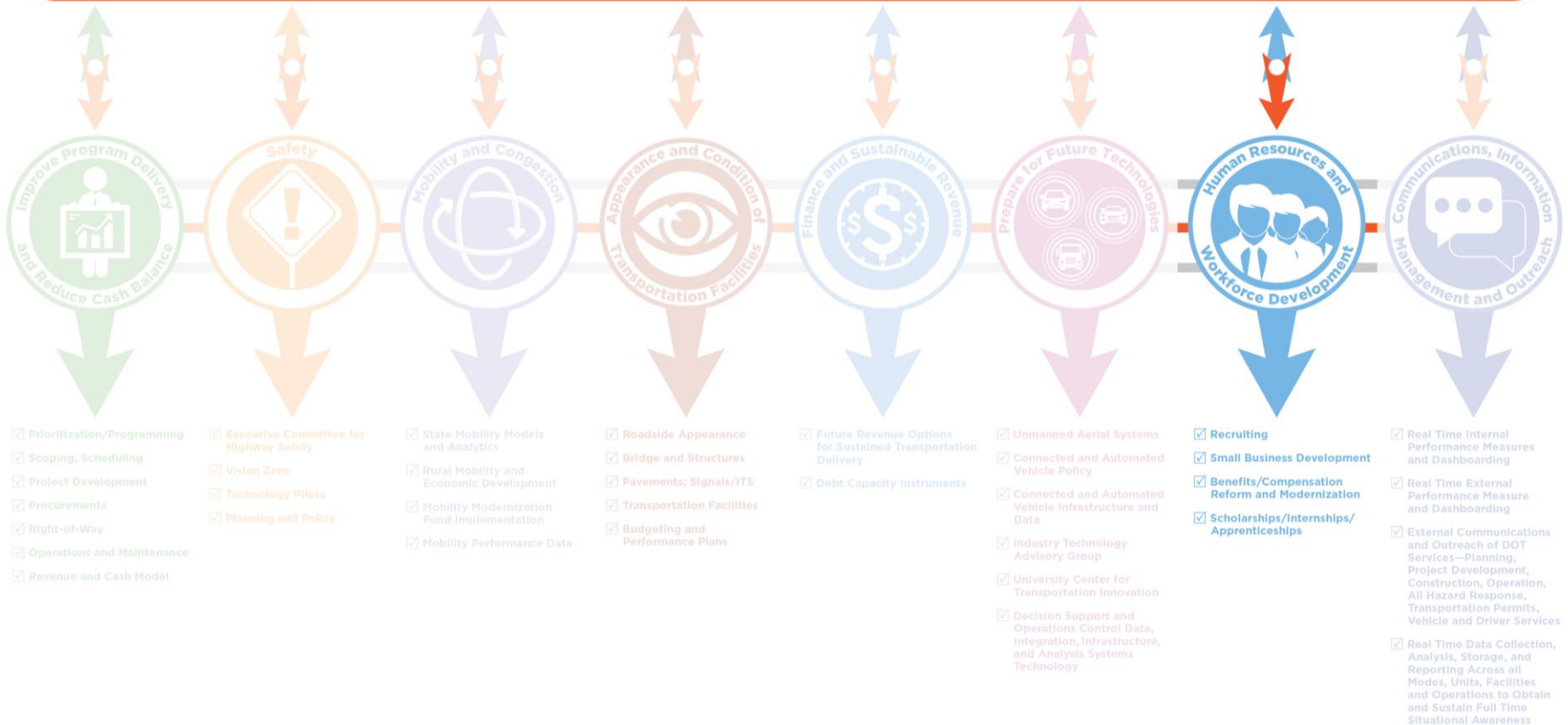
John Rouse, PE
Eastern Deputy Chief Engineer

March 8, 2018

NCDOT Priorities and Work Groups

Better Transportation Service for North Carolina

Our Mission: Connecting people, products and places safely and efficiently with customer focus, accountability and environmental sensitivity to enhance the economy and vitality of North Carolina.



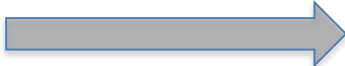
Overview

- Gaps in Workforce
- Staffing Challenges
- Strategies for DOT
- Partnerships for Success

Gaps in Workforce

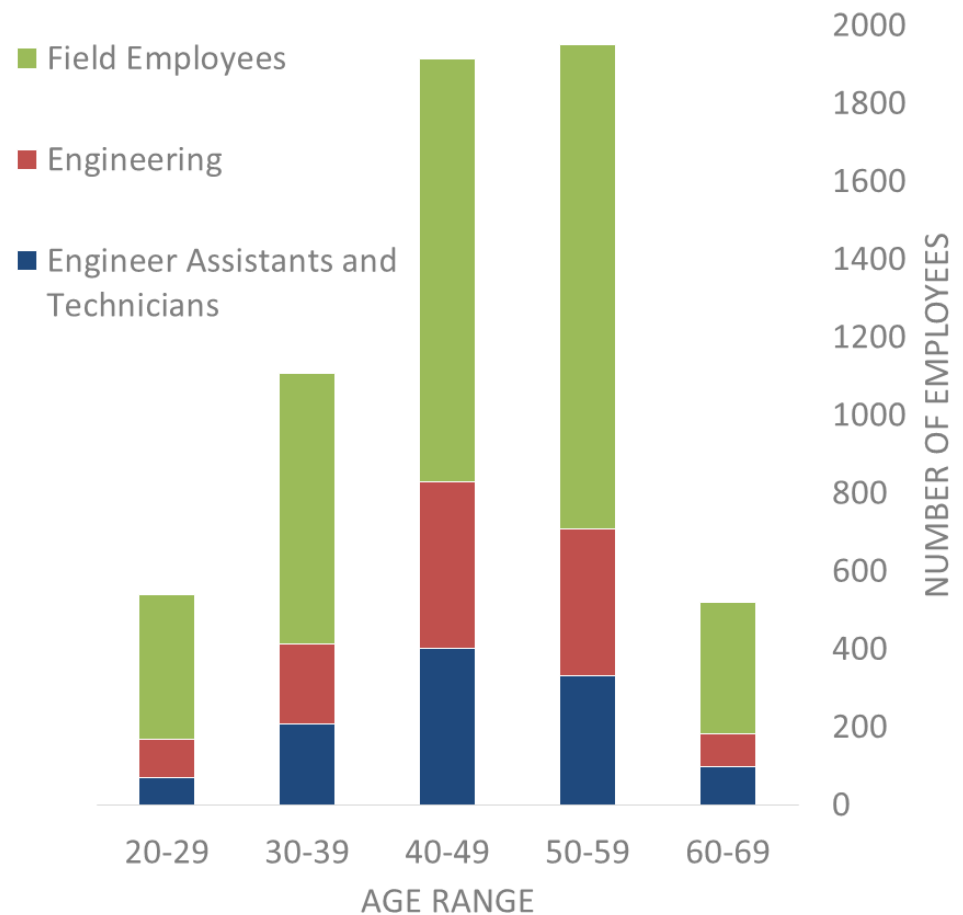
Project Delivery Steps 

Planning & Design	Right of Way	Construction	Operations & Maintenance
Contributing & Journey Engineers	Appraisers	Technician Inspectors	Equipment Operators

Gaps 

Staffing Challenges

- Staff nearing retirement eligibility
- 20% vacancy rate
- Losing employees faster than filling positions
- Recruiting new employees

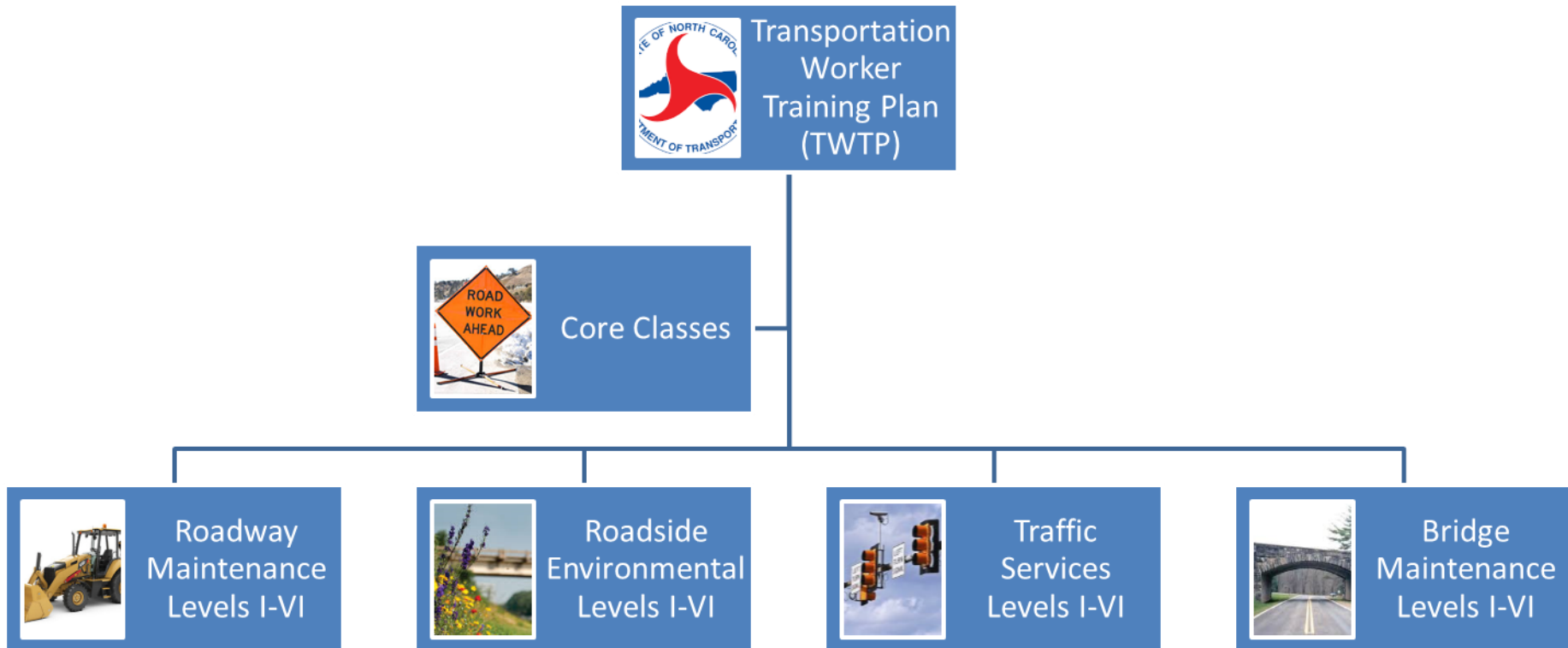


DOT Strategies

- Engineering Associate Program
(decrease to 12 months – currently 18 months)
- Reinstitute Co-op Program
- Recruitment of Summer Interns
- Training Program for High School graduates
- Other Considerations
 - Early Job Offers / Tied to Internships and Co-op Program
 - Provide Opportunities to Further Education

DOT Strategies

Develop a core curriculum for equipment operators and others field employees:



Partnerships with Community Colleges

- Cape Fear, Wake Tech, Sandhills
- Certifications in construction materials testing
- CC includes NCDOT Certification classroom training in curriculum
- DOT provides equipment for field testing



Partnerships with Universities



- UNCC, NCA&T, NCSU, Clemson, Virginia Tech
- Local and regional alliances
- Provide students with opportunities in Division Offices
- Summer Interns, Co-ops, Engineering Associates

Partnerships with Industry

- Joint career fairs
- AGC / NCDOT Winter training workshops ongoing
- NCDOT / AGC / CC coordination of efforts

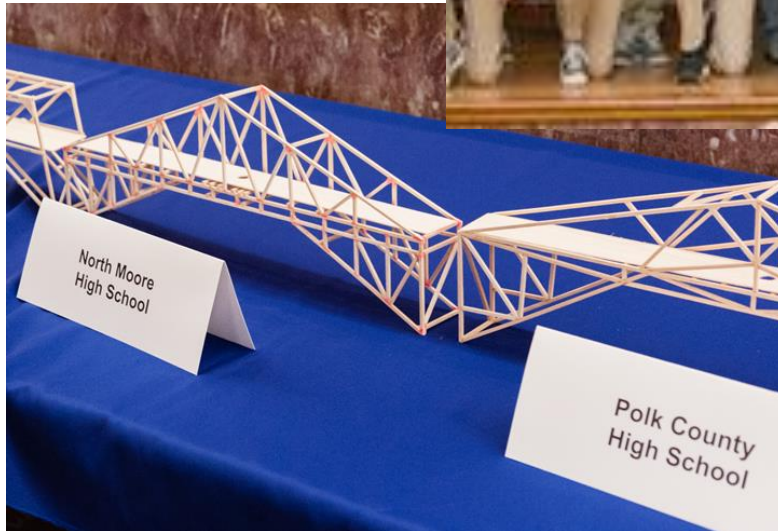


Partnerships with Middle & High Schools

Annual Model
Bridge Building
Competition



Sponsored by
NCDOT, Carolina's
AGC, ACECNC



Questions?